

# ***Headquarters U.S. Air Force***

---

***Integrity - Service - Excellence***

# **Force Shaping**

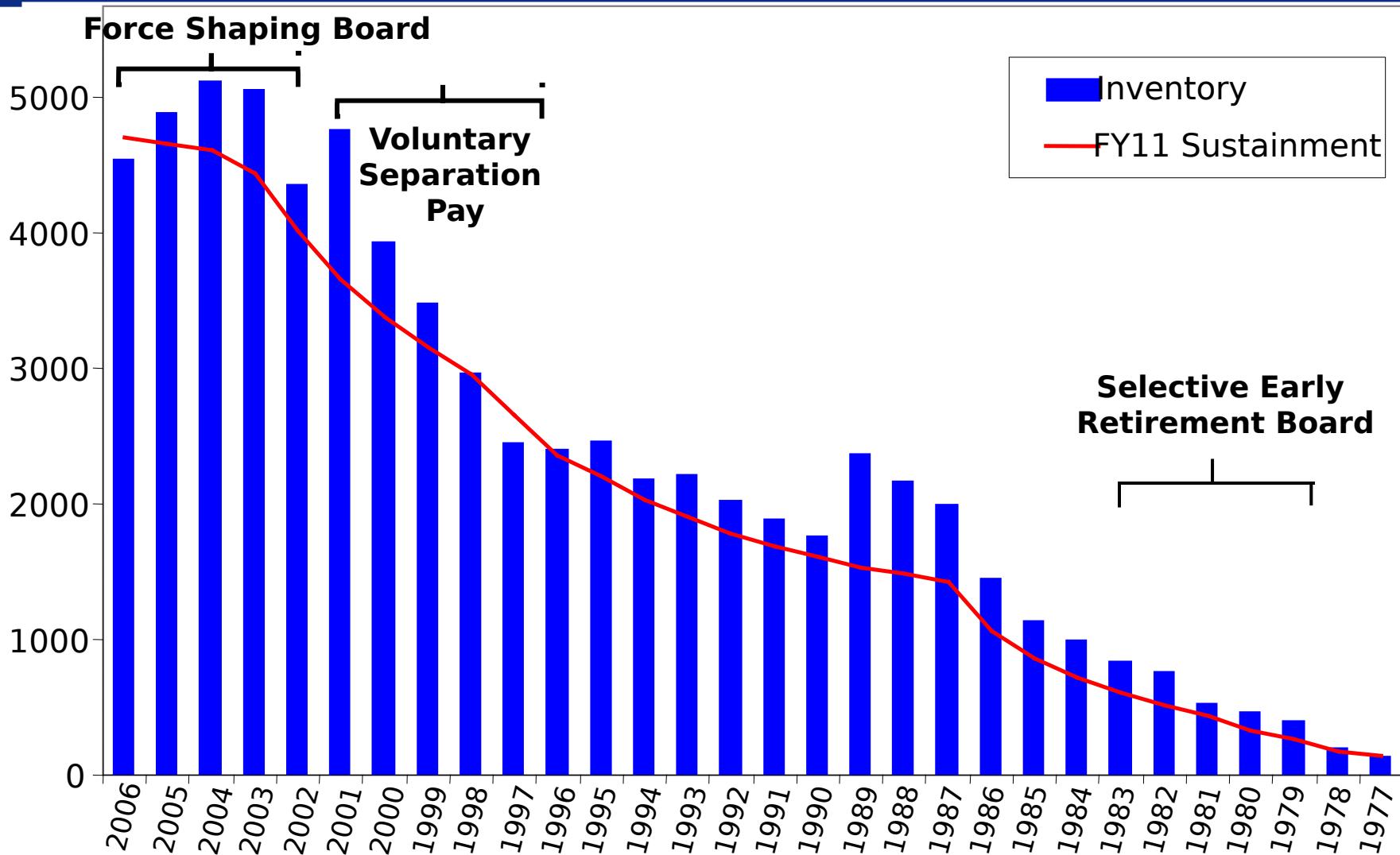


***as of: 27 Jul 06***

---

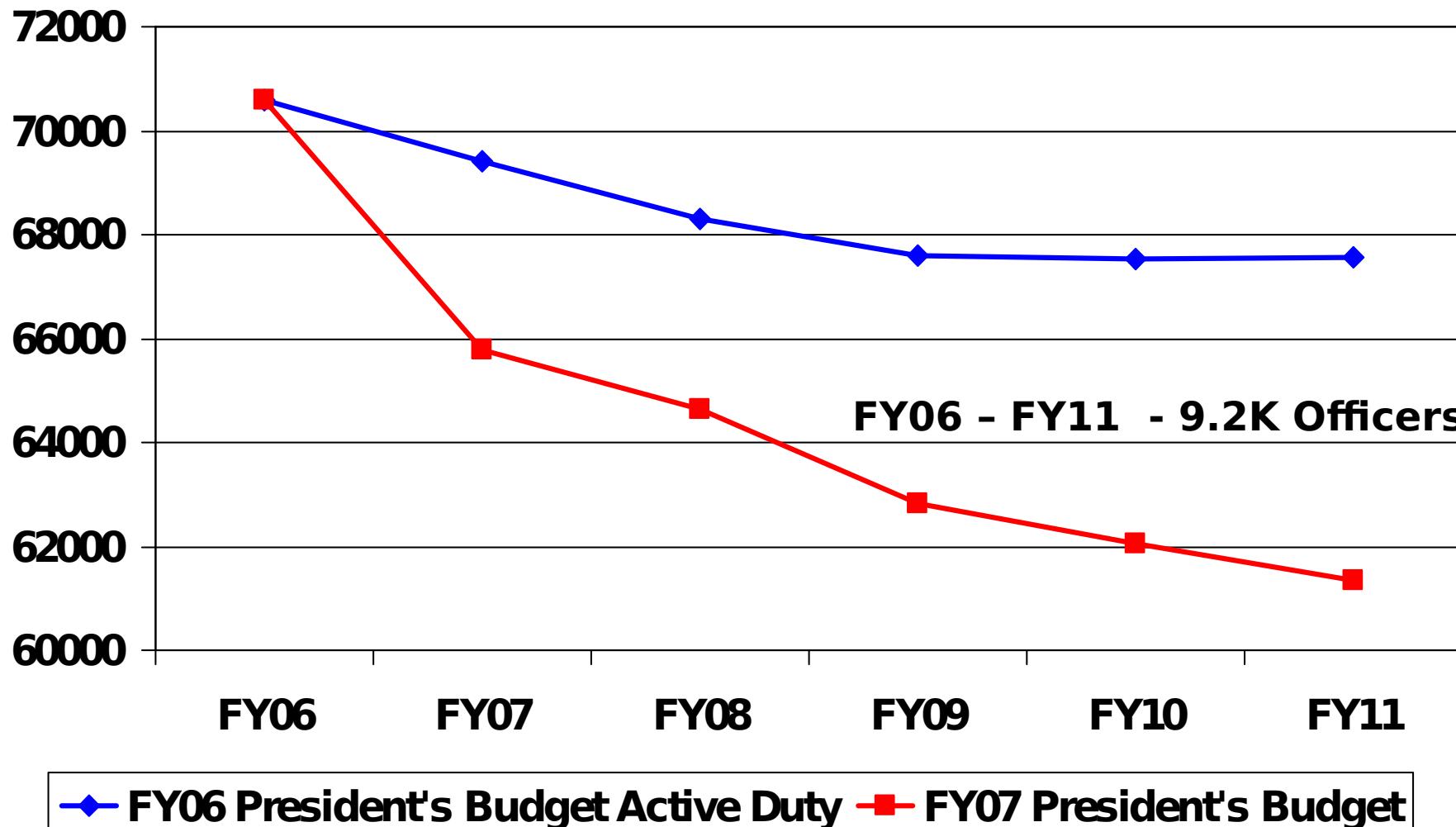


# Officer FY06 Ending Inventory



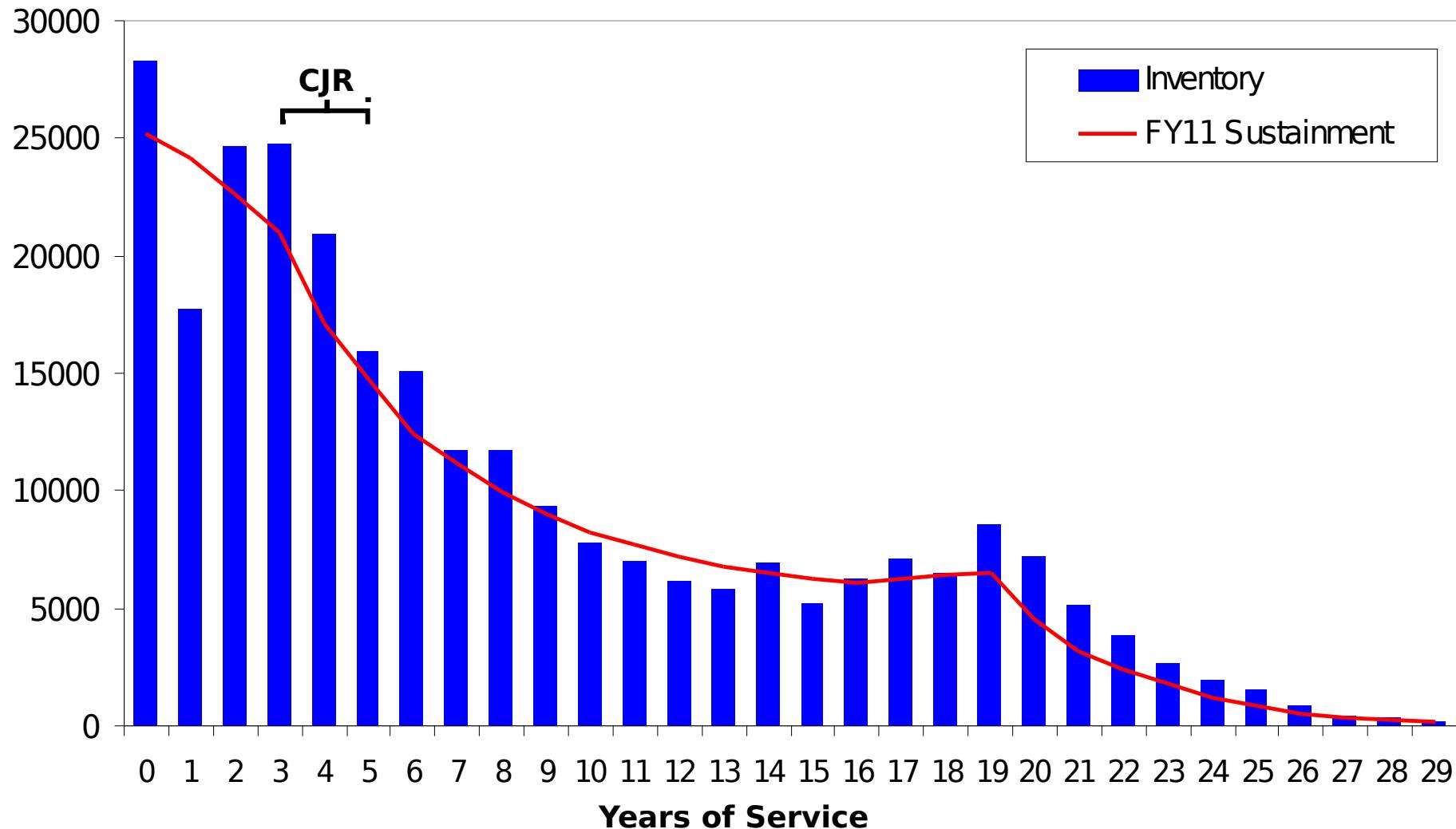


# Officer Reductions



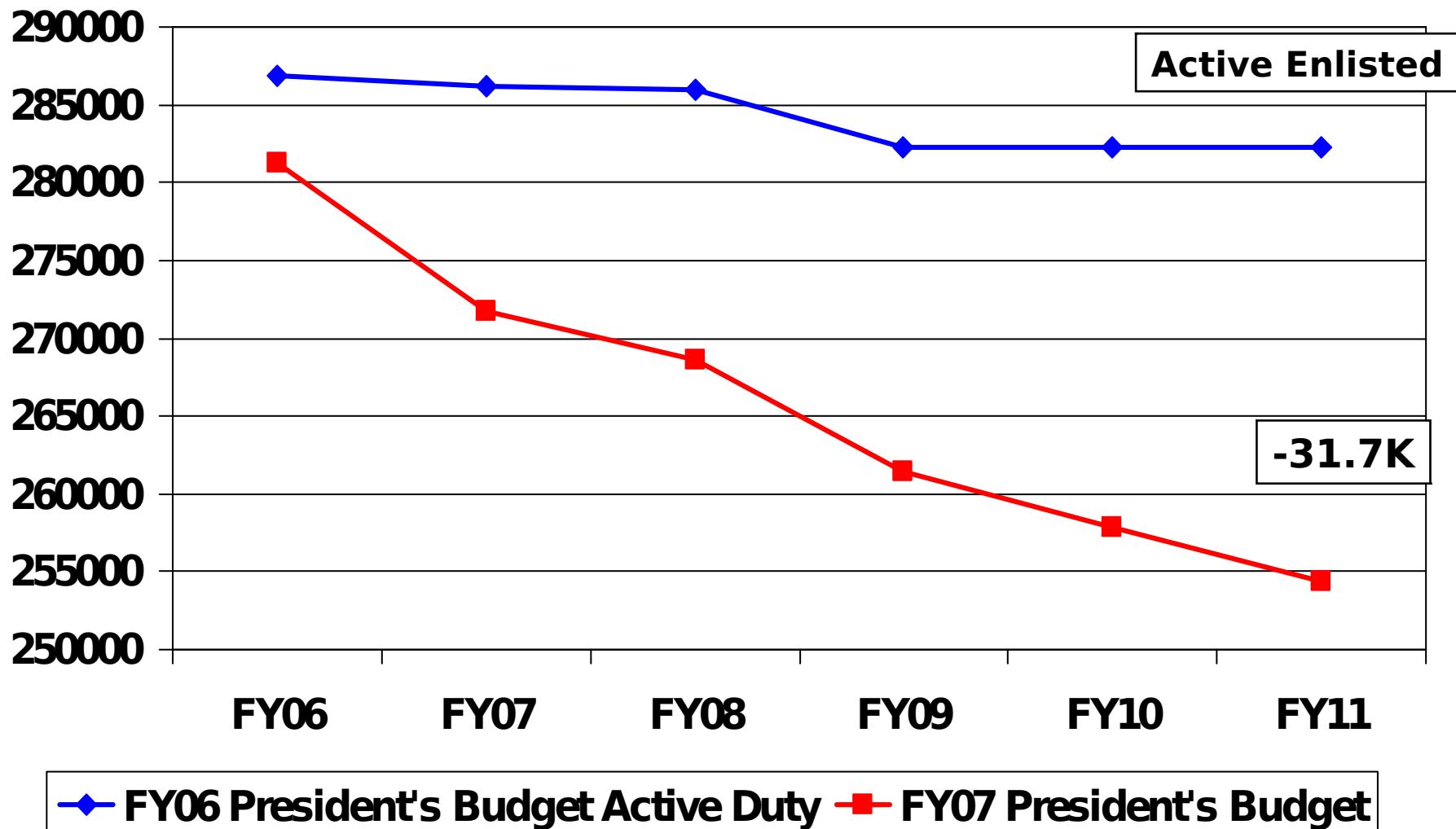


# Enlisted FY06 Ending Inventory





# Enlisted Reductions





**U.S. AIR FORCE**



# Force Shaping (FS) Tools

---

- **Selective Early Retirement Board (SERB)**
- **Voluntary Separation Pay (VSP)**
- **FY07 Force Shaping Board (FSB)**
- **Career Job Reservation (CJR)**
- **Additional Force Shaping Programs**



- **Board convened to accelerate retirements for retirement eligible officers prior to their mandatory retirement date**
- **Basic Eligibility:**
  - **Categories: Line / Chaplains / Judge Advocates**
    - **Cols w/ at least 4 yrs TIG as of 8 Jan 07**
    - **Lt Cols twice deferred for promotion**
- **Eligible If They:**
  - **Don't have an approved voluntary retirement date**
  - **Are not on a promotion list**
  - **Are not scheduled for mandatory retirement in FY07 or FY08**



# SERB (cont)

---

- **Important Dates**
  - **8 Sep 06: Senior Rater Accounting date**
  - **NLT 8 Sep 06: Eligible Officers will receive an Officer Selection Brief for review**
  - **NLT 8 Dec 06: Retention Recommendation Forms will be provided from Sr Raters to Eligible Officers**
- **Additional Details:**
  - **SERB convenes 8-19 Jan 07**
  - **Mandatory retirement dates will be NLT 1 Sep 07**
- **Retirement in Lieu of Meeting Board**
  - **May apply between now and until 1 Jan 07**
    - **All ADSCs (including ACP, JACP and CSRB) are waived for SERB eligible officers**



- **Program offers monetary incentives for personnel to depart the service prior to retirement**
- **Basic Eligibility:**
  - **Officers with more than 6 and no more than exactly 12 yrs of completed service as of their requested DOS**
- **Eligible if they:**
  - **Have served at least 5 yrs of continuous A/D service immediately preceding the actual DOS**
  - **Are in the LAF, Chaplain or JAG competitive category or are in the MSC specialty**
  - **Are showing as overage (based on yr group and AF specialty) in the matrix located at:**  
<http://www.afpc.randolph.af.mil/retsep/forceshaping/shape.htm>



# VSP (cont)

---

- **Ineligible if they:**

- **Are subject to pending disciplinary action or are subject to admin separation or mandatory discharge under any other provision of law or regulation**
- **Are currently being considered for disability retirement or separation**
- **Have a current DOS**
- **Have previously been discharged w/ Voluntary Separation Pay**
- **Are in one of the following specialties: BSC, MC, DC, NC**
- **Are serving on a limited period recall program**
- **Are currently attending initial skills formal training**
- **Are serving in Career Field 13D (Control and Recovery)**
- **Are separating from the A/D AF under B2G or Palace Chase**



# VSP (cont)

---

## ■ Application:

- **Applications may be submitted no earlier than 31 Jul 06 and the requested DOS must be between 1 Oct 06 and 29 Sep 07**
- **Can exceed the 12 mth max application window**
- **Applications should be submitted to servicing MPF on an AF Form 780 and annotating VSP**

## ■ Conditions:

- **At time of application, officers will sign an agreement to serve in the Individual Ready Reserve for the duration of their Military Service Obligation plus an additional 3 yrs**



# VSP (cont)

## ■ Payment:

- Officers approved for VSP will be paid two times the rate of standard Involuntary Separation Pay
  - 2 times 10% of monthly base pay on the DOS, multiplied by 12 and then multiplied by the total number of yrs and full months of active service computed from TAFMSD.
  - Example: Capt w/ 8 yrs active service  
$$\$4,728.90 \text{ (base pay)} \times .20 \times 12 \times 8 = \$90,795$$
- Payment will be in a lump sum and subject to the current applicable federal/state income tax rate
- VSP payment is not eligible for contribution to the Thrift Savings Plan



# VSP (cont)

---

## ■ Transition Benefits:

- **Pre-separation counseling**
- **Employment and transitional assistance**
- **Transportation/Relocation Assistance**



# FY07 FSB

- **Board convened to balance career fields & reduce Junior Officer overages by approx 930 in the 2003/04 yr groups**
- **Basic Eligibility:**
  - **Officers in overage career fields in 2004 TFCSD Year Group**
    - **Except for: Chaplains, Control & Recovery (AFSC 13D) MSC, BSC, MC, DC, NC**
  - **Judge Advocates whose DOR to Capt is in 2003**
  - **LAF officers w/ a TFCSD in 2003 if in one of the following career fields:**
    - **13S (Space and Missile)**
    - **12R (Navigator)**
    - **62E (Developmental Engineer)**
    - **13B (Air Battle Manager)**



# FY07 FSB

---

- **Board Scheduled for 12-23 Mar 07**
- **Process will be the same as in the FY06 FSB**
  - **Senior Raters will provide eligible officers a copy of their Retention Recommendation Form (RRF) approximately 45 days prior to the Force Shaping Board**
  - **RRF will rank order each eligible officer rated by the SR in two ways**
    - **Within all eligible officers in the year group**
    - **Within all eligible officers in the same year group and AFSC**



# Career Job Reservation (CJR)

---

- Limits reenlistments into the career force by constraining AFSCs for first-term airmen in specified AFSCs
- First-term Airmen must have a CJR in order to reenlist
- Airmen who don't want a CJR in their current AFSC and don't want to retrain into another AFSC or Special Duty Assignment and get a CJR in that AFSC or SDI can apply for:
  - Palace Chase
  - Transfer to the Army
  - Civil Service
  - Separation upon expiration of their enlistment
- A current listing of constrained AFSCs, additional information and program updates can be found at the HQ AFPC web site: <http://ask.afpc.randolph.af.mil>, search word, CJR.



# Additional FS Initiatives

---

- **Voluntary Force Shaping Programs (02/03 yr groups)**
- **Retire Officers w/ over 8 yrs TAFCS**
- **Limited ADSC Waivers**
- **Lt Cols / Cols retire w/ 2 yrs TIG**
- **Officer Advance Notice Retirement**
- **Assignment Declination**
- **Palace Chase Component Transfer**
- **Enlisted Retraining Program**
- **Blue to Green**
- **Employment w/ Civil Service**



# Voluntary Force Shaping Programs

---

- Re-opens all voluntary force shaping program for officers in the 2002/2003 commissioning year groups
  - Voluntary Separation
  - Inter-Service Transfer (Blue-to-Green)
  - Transfer to AFR or ANG



# Retire Officers w/ over 8 yrs TAFCS

---

- Allows officers to retire early (authority expires 31 Dec 08)
- Eligibility:
  - Officers with at least 8 yrs TAFCS (vice 10 yrs previously authorized) and at least 20 yrs of Active Service
  - All AFSCs except:
    - Specialties 13D (Control & Recovery), BSC, MC, DC, & NC
- Waiver of ADSC
  - All ADSCs (except ACP, JACP and CSB) will be waived
- Retirement date must be set for NLT 1 Sep 07

---



# Limited ADSC Waivers

- Allows officers to retire/separate prior to completing specified ADSCs
- Ineligibility:
  - Specialties 13D (Control & Recovery), BSC, MC, DC, & NC
    - Exception: Above ineligibilities don't apply to SERB eligible Lt Cols
  - Officers assigned to short dependent restricted overseas tours are ineligible to apply to separate or retire prior to their DROS.
    - Waivers may be submitted based on unique personal hardship or if in the best interest of the AF
- Fully Waivable ADSCs:

AFIT (PHD)	Tuition Assistance	Direct Commission
AFIT (Masters)	Service Academy	Basic/Intermediate/Senior Developmental Ed
ROTC	Education w/ Industry	Judge Advocate Continuation Pay

**Waivers for ADSC reasons not listed above must be submitted to the appropriate approval authority per AFI 36-2107 guidance**



# **Limited ADSC Waivers (cont)**

- For retirement only, Critical Acquisition Program is waived
- Recoupment:
  - Unearned portion of bonuses will be recouped per existing AFIs and policy. Unearned portions of ACP and JACP will also be recouped
  - Education cost associated with Service Academy Graduation, ROTC Scholarship, AFIT and Tuition Assistance will not be recouped
- Officers separating under LADSC are required to fulfill their Military Service Obligation in the Individual Ready Reserve
- Approval of applications will be based on yr group manning & the needs of the AF
- Waivers for Cols will be handled by AF/DPO on a Case-by-Case basis



# **Lt Cols / Cols retire w/ 2 yrs TIG**

---

- Allows Lt Cols & Cols to retire in current grade after completing only 2 years in grade (rather than 3 yrs)
- Retirement date must be set for NLT 1 Sep 07



# Officer Advance Notice Retirement

---

- Allows officers who meet retirement eligibility requirements to apply for voluntary retirement more than 12 mths prior to their requested DOS
- Ineligibility:
  - Not eligible if they have an Assignment Selection Date or projected assignment on file
    - An officer's ASD is the date placed on the final VML.
    - Officers with one of these criteria who chose to apply for retirement will be retired IAW current assignment declination provisions (next slide)
- Retirement date must be set for NLT 1 Sep 07



# Assignment Declination

---

- **Eligible officers who have received official assignment notification and elect not to PCS must within 7 days submit an application to retire/separate NLT the 1<sup>st</sup> day of the 7<sup>th</sup> mth after the assignment notification date**
- **Exceptions:**
  - **Officers with a non-waivable ADSC longer than the 1<sup>st</sup> day of the 7<sup>th</sup> mth will retire the 1<sup>st</sup> day after completing their ADSC**



# Assignment Declination (cont)

- Eligible officers whose names are on the VML but haven't received official assignment notification may apply for retirement/separation under normal assignment declination
  - Can apply to retire/separate NLT the 1<sup>st</sup> day of the 12<sup>th</sup> mth from the assignment selection date
- Officers who decline an in-residence education program must notify (NLT the cut-off date in the release) AFPC through their MPF and Senior Rater
  - If less than 18 yrs TAFMSD, will have their DOS set for the 1<sup>st</sup> day of the 7<sup>th</sup> mth
  - If more than 18 yrs TAFMSD, will have their DOS set to the last day of the month in which in which they reach 20 yrs TAFMS



# Expanded Palace Chase (PC) Component Transfer

---

- Allows officers to transfer to the AFR or ANG
- Eligibility:
  - Available to all AFSCs except those listed as ineligible below (approval will be based on AFSC skill levels)
- Ineligible:
  - Officers in career field 13D (Control & Recovery), BSC, MC, DC or NC
  - Haven't yet completed Initial Skills Training
  - Officers assigned to short dependent restricted overseas tours are ineligible to apply to separate or retire prior to their DEROS.
  - Waivers may be submitted based on unique personal hardship or if in the best interest of the AF



# Expanded Palace Chase (PC) Component Transfer

---

- Requirements changed/waived for Expanded (PC) Component Transfer
  - No minimum TIS requirement
  - USAFA Grads can apply
  - No application timeline restrictions
    - No wait to reapply following a denial for manning
    - No wait to reapply after an approved withdrawal from the program
  - Transfer to AR Component requires a 2 for 1 service commitment. Commitment will be at least 1 yr but no more than 6 yrs
    - Additionally the ANG requires a 4 yr service commitment to be appointed to the ANG (this is waivable after initial appointment)



# Expanded Palace Chase (PC) Component Transfer

---

- Recoupment of unearned portion of bonuses will be deferred and then waived upon successful completion of PC obligation
  - Exceptions: ACP, JACP and CSRB recoupment is not waived
- Officers won't be eligible for bonuses in the ARC if they still have retainability as a result of the A/D bonus program
- Recoupment of education cost is waived
  - Exceptions: The following officer AFSCs are required to repay unearned portions of all education cost
    - 62EXA Aeronautical
    - 62EXB Astronautical
    - 62EXC Computer Science
    - 62EXE Electrical/Electronic
    - 62EXF Flight Test
    - 62EXH Mechanical



# Enlisted Retraining Program

---

- **Phase I allows enlisted members to retrain from overage career fields to underage career fields. If voluntary retraining targets aren't met, Phase II selects individuals for involuntary retraining.**
- **Phase I will run from Jun 06 to Aug 06**
  - **Approximately 1,227 NCOs will be targeted**
  - **Eligibles may volunteer for special duty assignments**
  - **Contact your local MPF or log onto the vMPF for latest info on retraining opportunities**
- **Phase II will begin shortly after Phase I in any AFSC that didn't meet voluntary retraining targets**
  - **Eligible members will receive Individual Notification Rips**
  - **Vulnerability mirrors assignment eligibility (sorted by DAS with greater DAS more likely for involuntary retraining)**



# Blue to Green Program

---

- Allows Airmen to transfer to the Army w/ a 3 yr commitment
- Eligibility:
  - O-1 thru O-3 and E-1 thru E-5
  - Must meet minimum academic and physical criteria for entry into the Army



# Employment w/ Civil Service

---

- Interested Airmen should visit the Office of Personnel Management (OPM) website <http://www.usajobs.opm.gov> and select the “My USAJobs” tab to view a list of vacancies
- Additional information is available from the Defense Applicant Assistance Office (DAAO) website <http://www.go-defense.com>
- Airmen can also visit their local Family Support Center for assistance



---

# Questions?



**U.S. AIR FORCE**

---

***Integrity - Service - Excellence***